

Human Trafficking: The Importance of Stakeholder Training and Internal Reporting Protocols

Training + Procedures + Communication = Successful Program

Jodi Godfrey // August 27, 2025



Vulnerabilities



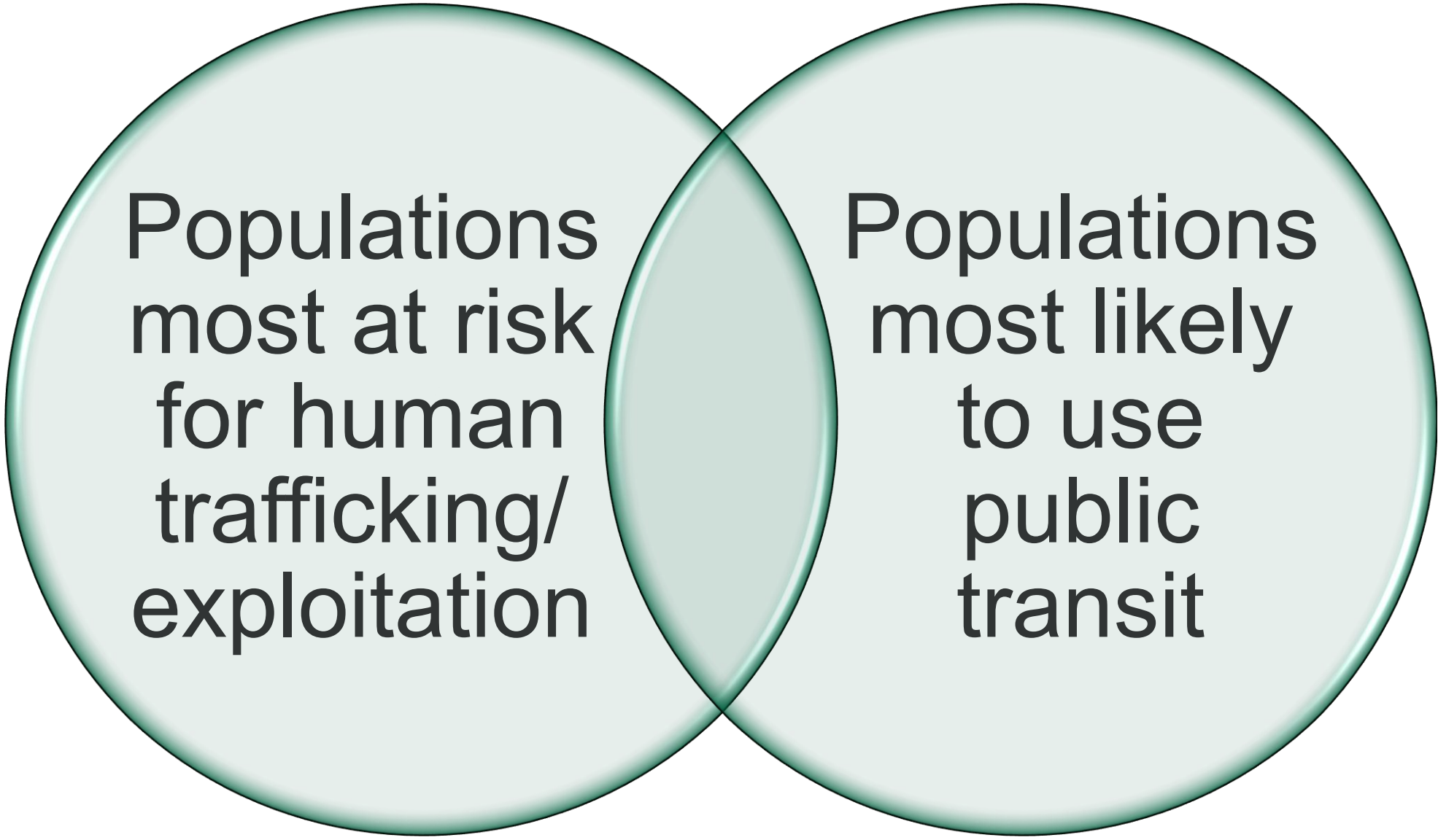
60%
of children from low-
income families ride the
bus



Lower income, minority &
migrant individuals are
MORE LIKELY to use
public transit



63%
of labor trafficking victims
in the US identify as
Hispanic



Populations
most at risk
for human
trafficking/
exploitation

Populations
most likely
to use
public
transit

Populations most
at risk for human
trafficking/
exploitation
=
Populations
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public transit

Transit & Trafficking

From the 2021 National Outreach Survey for Transportation:

60%
of survivors
reported a bus was
used during their
recruitment into
trafficking

75%
of survivors
reported a bus was
used during their
exploitation

28%
of survivors
reported a bus was
used during their
exit/escape from
trafficking

Best Practices



1

Implement
training for
employees

2

Display
awareness
materials

3

Connect to
local
resources

4

Establish
a reporting
protocol

Response Protocol Template

In order for human trafficking training to be truly effective, trainees must know exactly how to report suspicions of trafficking, and agencies must be prepared to respond to those reports.



TRANSIT

HUMAN TRAFFICKING RESPONSE POLICY

"This Human Trafficking Awareness and Response Procedure Template is one of the most useful pieces of work our team has produced, due to the potential impacts it may have on the lives of vulnerable victims of human trafficking." –Jodi Godfrey, Center for Urban Transportation Research

In order for human trafficking training to be truly effective, trainees must know exactly how to report suspicions of trafficking, and agencies must be prepared to respond to those reports. This is why it's important to adopt internal human trafficking response protocols alongside training.

TAT's Human Trafficking Response Procedure Template is an adaptable and adoptable tool that helps ensure frontline employees, dispatch and safety supervisors know the appropriate responses if they suspect a human trafficking situation.

A survey conducted in 2021 with transit agencies throughout the state of Florida by the Florida Transit Safety Operations Network (FTSON) / Center for Urban Transportation Research (CUTR) at the University of South Florida identified the need for this Human Trafficking Response Procedure Template. The survey found that while many agencies were training on human trafficking, none had reporting protocols in place. CUTR then raised the question at a national transit conference and found the gap was an issue throughout the United States.



Supported in its development by the Florida Department of Transportation's Statewide Transit Training and Technical Assistance (STTAT) Program, the template is designed to easily incorporate an agency's logo and language for ease of adoption. The template offers suggested protocol language for frontline employees, dispatch and supervisors in each of the following situations:





- A human trafficking victim is alone and not asking for help
- A human trafficking victim is alone and asking for help
- A human trafficking victim is with a potential trafficker and not asking for help
- A human trafficking victim is with a potential trafficker and asking for help
- Potential recruitment is observed

Download the Word template here:

https://bit.ly/TAT_TransitPolicyTemplate

View a webinar about the template here:

https://bit.ly/TAT_TransitPolicyWebinar

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Procedure

5-page document

- Administrative information
- Definitions
- Roles and responsibilities
- Resources
- Procedures for various person types
 - Employee reporting
 - Dispatch reporting
 - Supervisor reporting





Procedure

- Procedures for various scenarios
- Victim alone – not seeking help
- Victim with potential trafficker – not seeking help
- Victim alone – seeking help
- Victim with potential trafficker – seeking help
- Potential trafficking recruiter

A human trafficking **victim** that is **alone** and **asking for help**

- Ask simple questions such as “are you okay?” or “do you want me to call someone for you?” to assess whether the individual wants assistance.
- Report to **(dispatch/security/immediate supervisor)** as soon as safe to do so
- **Follow dispatch guidance to provide information for service provider (if partnership is already in place)**
- Contact the hotline to arrange victim services 888-373-7888
 - Transportation assistance
 - Social services
 - Connect with law enforcement

A human trafficking **victim** that is **with a potential trafficker** and discretely **asking for help**

- Report to **(dispatch/security/immediate supervisor)** as soon as safe to do so
- **(Call 911/insert your local police number)** to report to **(transit/local)** police – when imminent danger is suspected
 - Employees should never attempt to intervene physically in a human trafficking situation
 - Employees should never indicate to a potential trafficker that authorities are being notified
 - Employees should not stop the bus to wait for a supervisor to assess the situation for you. A long wait may make a potential trafficker nervous and cause them to leave the scene or put a victim in more danger

Potential Downfalls

- Human trafficking awareness is not innately accepted
 - Some pretend it only happens somewhere else
- Fear/uncertainty = reluctance
 - Inaccurate suspicions are not a crime
- Adopting the policy without including the use in training renders the policy useless
- Measure important metrics



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